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SAP C_THR87_2505 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> Variable Pay Program Settings: This section of the exam assesses the knowledge of SAP Consultants in setting up variable pay program settings. It focuses on cycle configuration, plan types, and the underlying parameters that define how bonus programs operate.
Topic 2	<ul style="list-style-type: none"> Variable Pay Form: This section of the exam assesses the proficiency of SAP Consultants in configuring the Variable Pay form. It includes layout adjustments, display logic, and content settings necessary for presenting bonus information to managers and planners.
Topic 3	<ul style="list-style-type: none"> Integration Scenarios: This section of the exam assesses the ability of Compensation Analysts to work with integration scenarios. It covers data transfer and alignment between SuccessFactors modules like Employee Central and Variable Pay.
Topic 4	<ul style="list-style-type: none"> Employee History Data and Background Element: This section of the exam measures the skills of Compensation Analysts in managing employee history and background elements. It involves mapping historical records and compensation-related fields to ensure data accuracy for calculations.
Topic 5	<ul style="list-style-type: none"> Business Goals and Goal Weights: This section of the exam measures skills of SAP Consultants in setting up business goals and assigning weights. It includes the alignment of goals with corporate strategy and their influence on individual or group bonus outcomes.
Topic 6	<ul style="list-style-type: none"> Bonus Calculation Methods: This section of the exam measures the skills of Compensation Analysts and covers the configuration of different bonus calculation methods within the Variable Pay module. It includes defining logic that calculates payouts based on employee performance and business results.
Topic 7	<ul style="list-style-type: none"> Bonus Plans: This section of the exam measures the skills of Compensation Analysts in setting up and managing bonus plans. It focuses on plan creation, assignment, and validation processes within the Variable Pay structure.

SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay Sample Questions (Q80-Q85):

NEW QUESTION # 80

Which field-name attributes of a variable pay background element are reserved for a specific purpose? Note: There are 2 correct answers to this question.

- A. ifid1
- B. vfid5
- C. ffid1
- D. dfid1

Answer: B,C

NEW QUESTION # 81

Which of the following scenarios are good uses of a global eligibility rule in an Employee Central integrated template? Note: There are 2 correct answers to this question.

- A. Only employees who are active employees on January 1, 2020 are eligible to receive a bonus.
- B. Only employees who have had less than 20 days of unpaid leave during the bonus period are eligible for a bonus.
- C. Only Permanent full-time employees are eligible to receive a bonus.
- D. Only employees in bonus plans "Executive", "Manager" or "Employee" are eligible to receive a bonus.

Answer: A,C

NEW QUESTION # 82

Your customer wants to display historical bonus payments with the current worksheet. How can they show this information? Note: There are 2 correct answers to this question.

- A. Define compensation period data in the compensation profile.
- B. Build an integration with the previous variable pay goal template.
- C. Configure custom views in plan setup.
- D. Create eligibility rules to pull historical data from previous plans.

Answer: A,C

NEW QUESTION # 83

What attribute must you change when creating a new Business Goal XML template to ensure that the correct business goals are referenced?

- A. Plan number format
- B. Plan ID
- C. Plan name
- D. Plan type

Answer: B,C,D

NEW QUESTION # 84

A public sector company would like to pay one business goal according to the following guidelines: If the company makes profits, employees get 100% of their target payout. If the company loses \$50,000, employees get 50% of their target payout. If the company loses \$100,000 or more, nobody receives a payout. Finance provides administrators with the final amount on February 1 every year. How should your customer create this interpolated business goal?

- A. Use the Direct Payout function type and load 40,000 as achievement.
- B. Load metrics as: performanceMin=-100,000, performanceTarget=-50,000, performanceMax=0
- C. Load metrics as: performanceMin= 0, performanceTarget= 50, performanceMax= 100
- D. Use the Direct Payout function type and load 100,000 as achievement.

Answer: C

NEW QUESTION # 85

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While the SAP C_THR87_2505 practice questions pdf can help you learn all the relevant answers for the SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Variable Pay, TestPassKing also provides an online Sitecore Practice Test engine to enhance your confidence and skills. This practice test engine is an effective tool for both learning and practicing SAP C_THR87_2505 Exam.

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